

Institute for **Co-operative Education**



Annual Report **2007-2008**



Message from the Director

The 2007/2008 academic year was challenging and exciting. It was a year in which we increased growth, enhanced professional development and expanded partnerships.



The Institute for Co-operative Education responded to changes and developed several new programs and courses. The Industrial Experience program for our Faculty of Engineering and Computer Science students was launched and the co-op option for the International Business program was approved. Senate supported our request to strengthen the co-operative education plan through the Reflective Learning course and we continue to help students cultivate relevant knowledge and skills needed for the workplace through a myriad of professional development seminars.

This year we embarked on our first strategic plan. We have already completed many strategic initiatives and have further identified others for the upcoming year. We are committed to the University's core purpose of providing a high quality and diverse learning environment for students. Learning opportunities for students are enhanced by alternating multiple terms of classroom study with paid, program relevant work experiences. As a result of these experiences, mentoring and appraisals by work term supervisors, monitoring and counselling by coordinators and faculty, and through special co-op workshops, students first develop, integrate and then transfer their new found professional skills to the classroom. In the process of promoting practical co-operative education positions for students, partnerships are established with external organizations which provide effective linkages for other university and corporate interests and relationships.

I look forward to the challenges ahead as we continue to realize our mission statement:

Working in partnership with students, faculty, and employers, we provide the highest quality, comprehensive co-operative education, career development and experiential learning opportunities to students at Concordia University to help them achieve the knowledge, skills and experience they need to lead successful professional lives.

Christine M. Webb, M.Ed
Director and Principal
Institute for Co-operative Education

CONCORDIA UNIVERSITY

Concordia is a large, urban university, in Montreal, Quebec, Canada with an annual enrolment of over 32,000 undergraduate students. It is one of the most culturally diverse and bilingual universities in Canada. Concordia is proud of its tradition of accessibility and concern for the individual. We value interdisciplinary approaches to learning, and we are dedicated to offering the best possible scholarship, research and training for the real world.

INTERNATIONAL STUDENTS

At Concordia, we have students from more than 150 countries and they account for approximately 12 per cent of our 38,809 for-credit students. We have about 1,100 co-op students - 170 are permanent residents and visa students.

PROGRAMS

Concordia University's more than 180 undergraduate programs are divided into four faculties: Arts and Science, John Molson School of Business (JMSB), Engineering and Computer Science, and Fine Arts. Co-operative education students are enrolled in one of these faculties, and are encouraged to take courses from any of the other faculties as part of their interdisciplinary studies. We have over thirty undergraduate co-op programs and five graduate co-op programs.

DEFINITION OF CO-OPERATIVE EDUCATION

A co-operative education program formally integrates students' academic studies with work experience in co-operative employer organizations. The usual plan is for the student to alternate periods of experience in appropriate fields of business, government, social services and the professions according to the following criteria:

- Each work situation is developed and/or approved by the co-operative educational institution as a suitable learning situation.
- The co-operative education student is engaged in productive work rather than merely observing.
- The co-operative education student receives remuneration for the work performed.
- The co-operative education student's performance on the job is monitored by the co-operative education institution.
- The co-operative education student's performance on the job is supervised and evaluated by the student's employer.
- The total co-operative education work experience is normally fifty percent of the time spent in academic study, and in no circumstances less than thirty percent.

CO-OP PROGRAMS

Co-op Bachelors Programs

Faculty of Arts and Science (BA or BSc)

- Actuarial Mathematics
- Actuarial Mathematics/Finance
- Chemistry/Biochemistry
- Economics
- Physics
- Pure and Applied Mathematics
- Statistics
- Translation (English and French)

Faculty of Fine Arts (BFA)

- Art History
- Computation Arts
- Design

Faculty of Engineering and Computer Science: Engineering (BEng)

- Building
- Civil
- Computer
- Electrical
- Environmental
- Industrial
- Mechanical
- Software

Faculty of Engineering and Computer Science: Computer Science (BCompSc)

- Computer Applications
 - Computation Arts
 - Mathematics and Statistics
- Computer Systems
- Information Systems
- Software Systems

Industrial Experience Program (BEng or BCompSc)

John Molson School of Business (BComm)

- Accountancy
- Finance
- Human Resource Management
- International Business
- Management Information Systems
- Marketing
- Supply Chain Operations Management

Co-op Masters Programs

- MA Economics
- MASc Quality Systems Engineering
- MASc Information Systems Security
- MBA (Professional)
- MBA (Investment Management)

WHAT IS CO-OP?



Jacques-Yves Bouchard and Salmeh Banisadr are recent winners of the Stelcner Family Prize, awarded annually to the two top Economics co-op students. Between them they have completed a total of six co-op work terms in Ottawa and Montreal at Agriculture and Agri-Food Canada, Canadian Pacific Railway, Corporate Fleet Services, Pratt & Whitney Canada and Transport Canada.



Lauren Markofsky and Alejandra Gonzalez are Marketing co-op students who experienced a wide variety of marketing opportunities and made valuable contributions while working at the Institute for Co-operative Education. They helped put together this Annual Report.

Established in 1980, there are now over 1,000 mostly multilingual students enrolled in one of the more than thirty programs offered in the co-op format by Concordia's Institute for Co-operative Education.

Co-op is an experiential learning strategy and a way to put students' learning to work through alternating academic terms with 12 to 16 week paid, practical, program relevant work terms. These work terms correspond to Concordia's academic terms, starting May, September or January of each year, and are followed up on-campus with formal reflective learning seminars.

Co-op students apply for work terms from a pool of jobs offered each semester. Employers then interview the students they think might be a good match.

The work experiences are directly related to the students' fields of study and students are exposed to a wide variety of tasks.

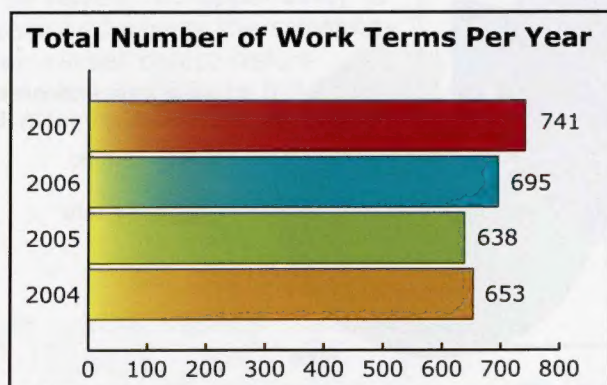
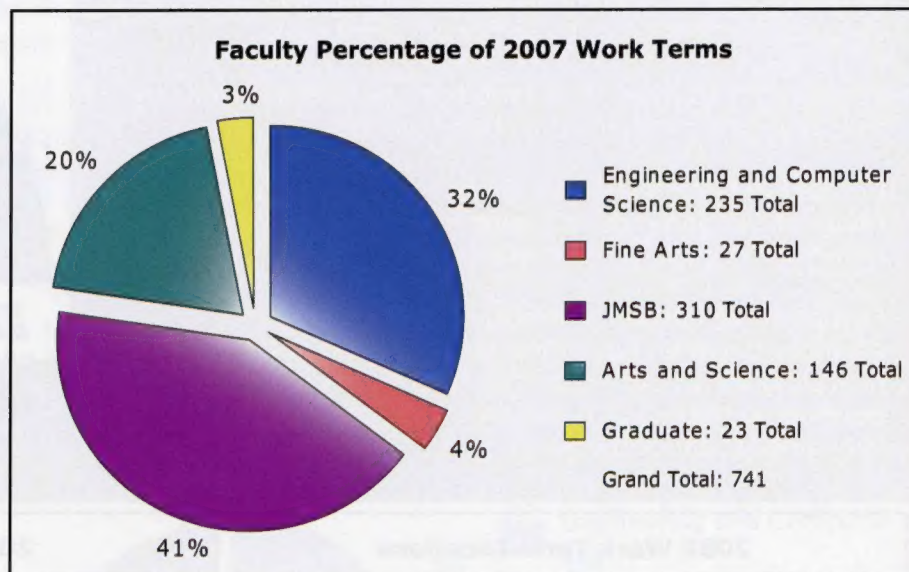
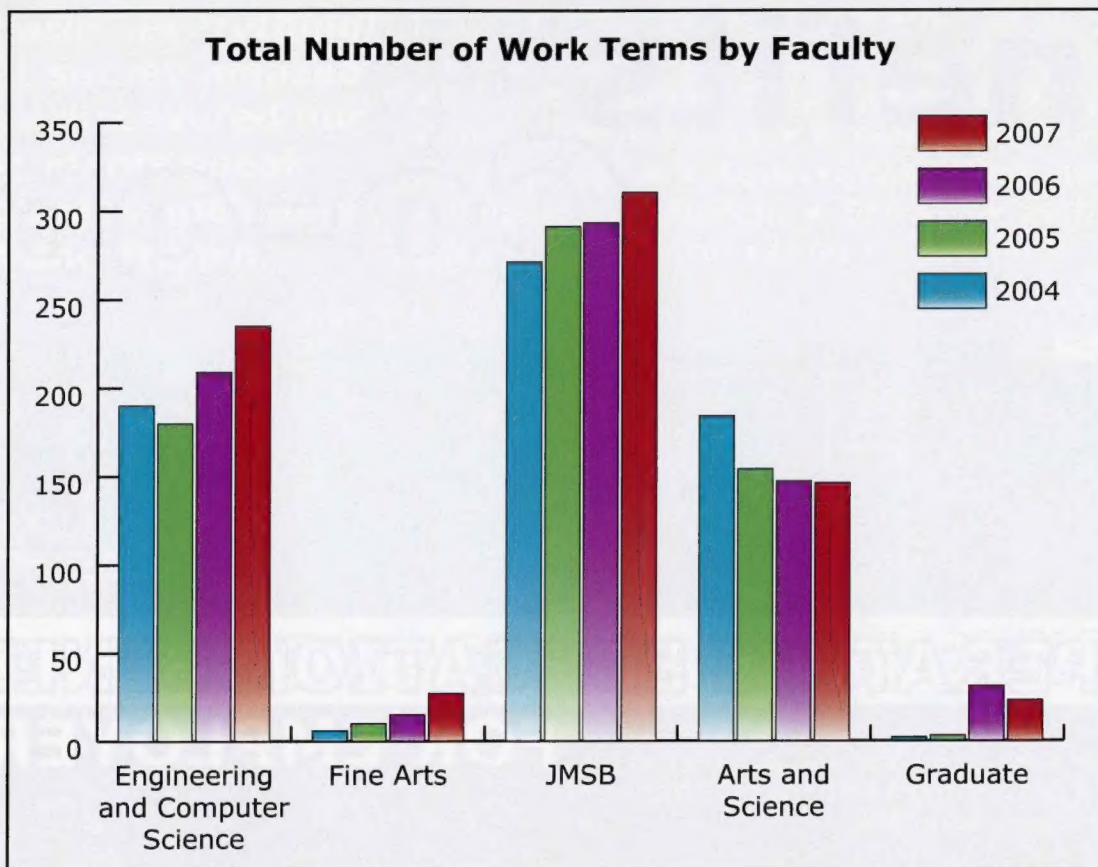
INTERNATIONAL CO-OP AT CONCORDIA

Every year about ten per cent of Concordia co-op students challenge themselves to a work term outside Canada. Many of these students are able to take advantage of their own job opportunities with the help of special travel stipends from the Institute for Co-operative Education. Most job opportunities that students arrange for themselves are found by first working in Canada for an organization with overseas offices; by connecting with a global employer through previous work experience or extracurricular involvement; by going on academic exchange; or by having family connections overseas. AIESEC, IASTE and Engineers Without Borders are other sources with international employment opportunities for students.

Generally the students working outside Canada are those in high demand fields where there is a skills shortage. Some of these fields include mechanical and industrial engineering especially in the aerospace industry, actuarial mathematics and finance.

If you were to ask any of the recent global co-op students about their work terms, many of them would say that although the process can be difficult, time consuming and require a lot of effort, their work term abroad was a positive and memorable experience.

Until 2002 Concordia's Institute for Co-operative Education did not accept international students into their co-op programs. One reason for this was the perceived difficulty of finding suitable employment for students who were not bilingual in both official languages (English and French). Today we know that international students can find a variety of work term opportunities if they are ready and willing to work in other parts of Canada or the world. And much to our surprise, most international co-op students are finding employment in Montreal. This past year, we developed special English and French language courses to enhance the employability of our students.



Benefits of Co-op



CO-OPERATIVE EDUCATION BENEFITS FOR EMPLOYERS

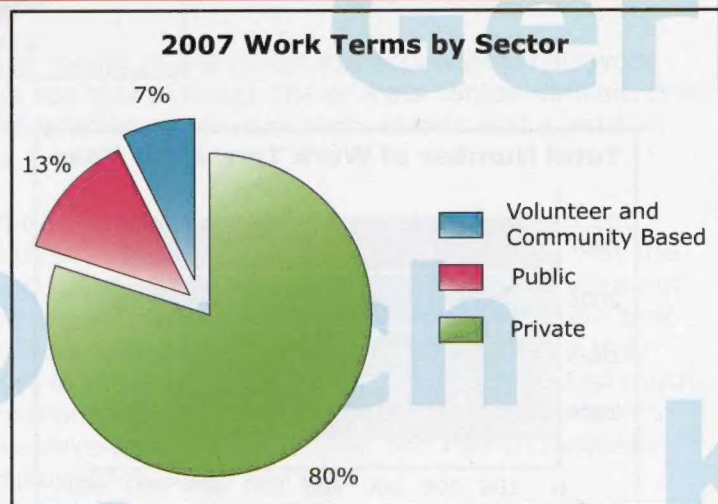
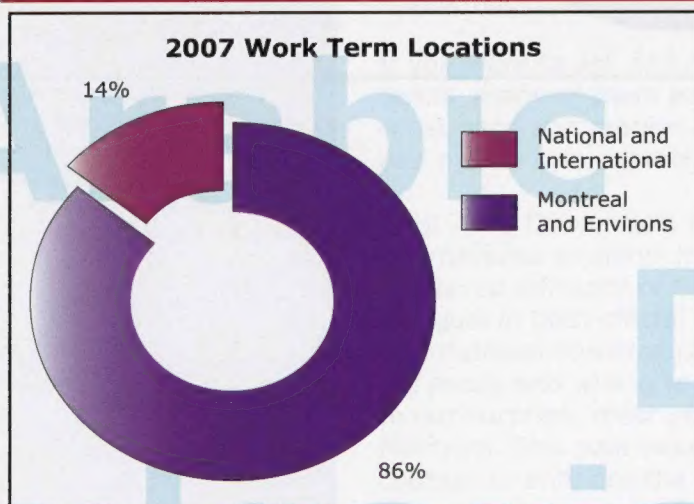
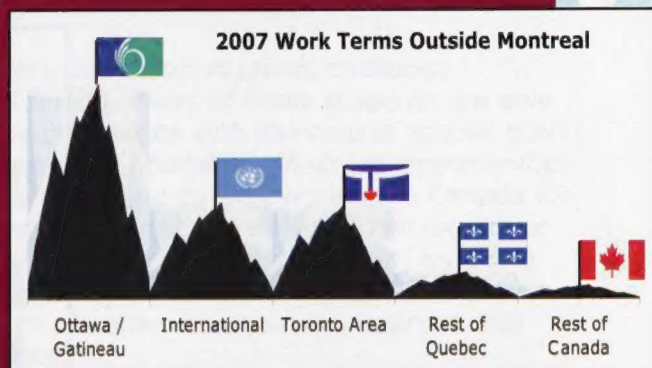
Co-op students offer new ideas and approaches to employers and provide them with the opportunity to enhance their supervisory skills.

The flexibility of co-op work term scheduling allows businesses to fill temporary or seasonal labour needs or to complete projects due to personnel shortages.

Employers can meet their long term personnel needs by selecting co-operative education students.

Co-operative education students can undertake a wide range of assignments including complex projects that may otherwise require consultants.

Co-operative education programs build international alliances between education, industry and government, providing the connections that help developed and developing nations achieve business success in an ever changing global economy.



Ici on parle...everything!
A recent survey amazed us as we discovered our co-op students speak 34 languages, including English and French.

Arabic • Armenian • Bengali • Bulgarian • Cambodian • Cantonese • Creole • Dutch • English • Farsi • French • German • Greek • Gujarati • Hakka • Hebrew • Hindi • Hungarian • Italian • Korean • Mandarin Chinese • Mauritian Creole • Nepali • Polish • Portuguese • Punjabi • Romanian • Russian • Serbian • Serbo-Croatian • Spanish • Ukrainian • Urdu • Vietnamese



CO-OPERATIVE EDUCATION BENEFITS FOR STUDENTS

Co-op education is one of the best ways to get around the "catch 22" issue which faces most students: "You need experience to get a job - but you need a job to get experience." It provides students with an opportunity to gain valuable work experience before they graduate. This cumulative work experience becomes a valuable asset when it is time to pursue a career.

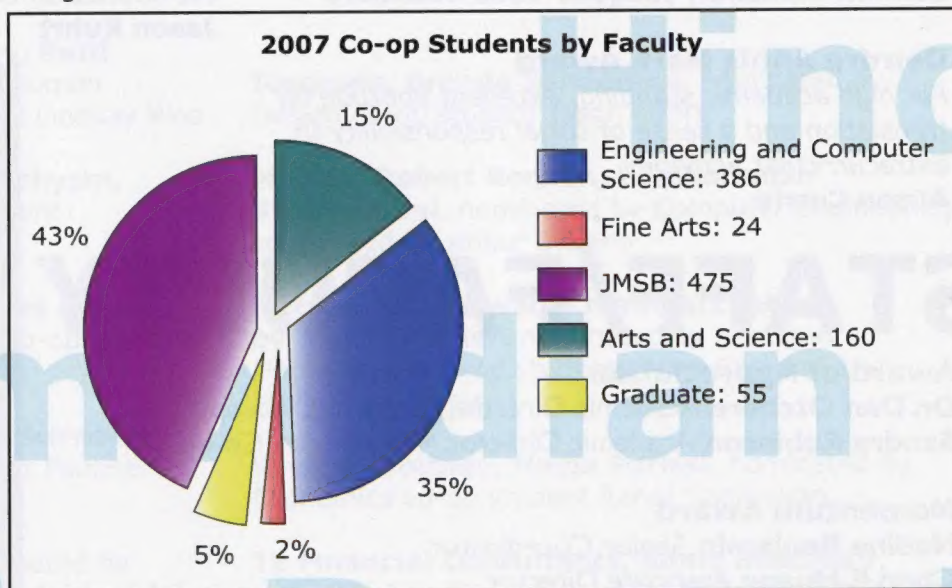
Co-op students are paid competitive salaries for the work they perform which gives them the opportunity to pay for their own education and related expenses - an important advantage in today's economy.

Co-op education provides an opportunity to "test the waters" in a chosen field. By working in an environment that is related to the students' area of study they can discover if it is something they really want to do. Co-op students develop a more realistic understanding of the expectations and requirements of their chosen field by having the opportunity to evaluate and assess the suitability of their career choice before entering the work force full time.

Applying theoretical concepts and classroom learning in the workplace makes returning to university more interesting and encourages students to learn more about their chosen field.

In a working environment, students learn more about the expectations and needs of employers. Co-op students gain a realistic outlook of the world, improve their communication and interpersonal skills and have the opportunity to mature and develop independence.

Co-op education can enrich students by providing both work and cultural experiences locally, nationally and internationally.



2008 CO-OP AWARDS OF RECOGNITION



STUDENT AWARDS

Alexandre Quintal Co-op Student of the Year Award

*Recognizing Exceptional Personal, Professional
and Academic Achievement*

David Cyr

Karine Huberdeau

Daniel Harrison International Work Term Grant

"Helping Co-op Students Spread Their Wings"

Xavier Allaire-Vigeant, Maziar Balazadeh

Javidiani, David Cyr, Sven James, David Van

Stelcner Family Prize

*For excellent students in Concordia's Economics
Co-op Program*

Salmeh Banisadr, Jacques-Yves Bouchard

Deirdre Annis Mark Award

*For high academic standing, excellent aptitude for
translation and a sense of social responsibility in
extracurricular activities*

Alison Currie

Bourse d'excellence Marthe Catry-Verron

*To recognize and reward outstanding students in
the Co-op Program in Translation*

Marie-Michèle Normandin

Mannadiar Family

Institute for Co-operative Education Finance Scholarship

*To encourage and reward scholarship and
professional development in Finance Co-op
students*

Veronica Diaz-Zapata

Entrepreneurship Award

*For true entrepreneurial spirit and a serious
commitment to the realization of their ideas and
the success of their enterprise*

Jason Kuhrt

STAFF/FACULTY

Award of Appreciation

Dr. Dan Otchere, Academic Director, Economics Co-op

Sandra Robinson, Academic Director, Accountancy Co-op

Momentum Award

Nadine Benjamin, Senior Coordinator

Chen F. Huang, Associate Director

Jean-Michel Paquette, Coordinator

This year the hit of our student and employer awards event was our *Student Showcase*. Sixteen students from all faculties prepared informative exhibits about their previous work terms. Not only did this give our co-op students an opportunity to strut their stuff, but it also enabled our employers to discover co-op programs from faculties outside their usual hiring areas.

Student Showcase participants:

Alain Chung, Dominique Desmarais, Kalil Diaz, Louis Douesnard-Malo, Mark Haas, Shen He, Pauline Huynh, Ian Jaworski, Nour Khatib, Jason Kuhrt, Emanuele Marabella, Stephanie Muir, Albert K. Nsiah, Anita Palcich, Kyle Rogers-Brodeur, Lauren Scott

EMPLOYER AWARDS

Award of Special Recognition

Recognizing employers who have demonstrated their long-term, consistent support of co-op and ensured quality work terms and student supervision

Tyna Jallet, SNG Collins Barrow

Marilène Legault, CAE

Outstanding Commitment to Co-op Award

Recognizing employers who have shown themselves to be true partners and participants in the experiential learning process that is the foundation of co-operative education

Enterprise Location d'Autos

Morneau Sobeco

Coordinators' Choice Award

Characterizing the appreciation of the coordinators who deal directly with the employers

Wendy Bateman, RioCan Property Services

Neil Griffiths, Icsid Secretariat and Jane Goodall Institute

Ken LeGrand, Canadian Pacific Railway

Bellwether Award

Reflecting our appreciation of co-op graduates who have made inroads and championed the hiring of co-op students within their organizations

Brittany Bonhomme, Catherine Kan, Autodesk

Eduardo Del Balso, Emil Falcon, nCube Solutions

Nadia Parissi, Ken Ritchie, Pratt & Whitney Canada

Christian Fanning, Teresa Malowany, PricewaterhouseCoopers

Student's Choice Awards

Recognizing the "best employer/company" or "best supervisor" over the past year, as nominated by the co-op students themselves, based on the overall work-term experience, the relevance to their academic program, and their personal growth

Canadian Food Inspection Agency, Patti

Forsyth-Stevenson, nominated by Human Resources Management co-op student Lindsay Woo

Corporate Fleet Services, Dan Stechysin,

nominated by Accountancy co-op student Jennifer Luk

The Createch Group, Luc Poulin and Helene

Gamache, nominated by Marketing co-op student Christine Joyal

Engage Presentations, Harvey D. Schwartz,

nominated by Marketing co-op student Pauline Huynh

GE Lumination, Michel Doss, nominated by

Mechanical Engineering co-op student Ashbeel John

Icograda, Brenda Sanderson, nominated by Design co-op student Jason Kuhrt.

Matrox, Robert Rochon, Seetharaman

Swarnamani, nominated by Computer Engineering co-op student Ankur Saxena

Mercer, for the whole team, accepted

by Simon Fortier, nominated by Actuarial Mathematics co-op students Alice Chu and Michele Delatolas

Pratt & Whitney, Nadia Parissi, nominated by Economics co-op student Rahul Sudarshan

TE Financial Consultants, Annie Bouchard,

nominated by Finance co-op student Amanda Lee



2007 CO-OP EMPLOYERS

123 Certification
Abbott Laboratories Ltd.
Acuratek Inc.
Advantech AMT, Inc.
AEGON Canada
Aero Technical Services Support
Africa World
Agriculture & Agri-Food Canada
Air Canada
Altamira Investment Services Inc.
AON
Apathy is Boring
Asfoor & Khatib Trading Group
Autodesk, Media & Entertainment
AXA Canada
BancTec Canada, Inc.
Banque nationale du Canada
Barro Minas (Emdimnal LTDA)
BBA (Breton, Banville & Associés)
BC Hydro
BDC (Business Development Bank of Canada)
Bell Canada Enterprises (BCE)
Bell Helicopter Textron Canada Ltd.
Biotechnology Medical Services K.
Canada Inc. (BMS)
Blake, Cassels & Graydon
Blue Metropolis Foundation
Blue Note Mining
BMO Nesbitt Burns
BMO(Bank of Montreal)
Boehringer Ingelheim (Canada) Ltd.
Bombardier Aerospace
Bombardier Transport
Braley Winton Financial Group
Breton
Broccolini Construction Inc.
CAE Inc.
Caisse Populaire Desjardins
Campaigner
Canacom
Canada Border Services Agency
Canada Public Service Agency
Canada Revenue Agency
Canadian Food Inspection Agency
Canadian Pacific Railway
Canadian Space Agency
Canderm Pharma Inc.
Cartier et Lelarge
Castle Hall Alternatives
CDS(La Caisse canadienne de dépôt

de valeurs limitée)
Chenelière Éducation
CHUM/Centre Hospitalier de l'Université de Montréal
CIBC
Citco Group
Citizenship and Immigration Canada
Club Monaco
CMC Electronics-Esterline
CN - Information Technology
Communicart
Communications Security Establishment
Communications Transcript
Compagnie F, entrepreneurship pour femmes
ComTra Inc.
Concordia University
Construction Kiewit
Construction Wondertech
Corporate Fleet Services
Corporation du patrimoine et du tourisme religieux des Trois-Pistoles
Cott Beverages Canada
Dallaire Forest Kirouac SENCRL
Dassault Systèmes Inc.
Desjardins
Dessau Inc.
Diageo Canada Inc.
Distech Controls
Double-Echo Creation Inc.
Dundee Securities Corporation
Dynamic Mutual Funds
EDS Canada
Eidos Interactive Montreal
Electronic Arts Canada
EllisDon Corporation
Emperor Creations
Engage Presentations
Engineers Without Borders
Enterprise Location D'Autos
Environment Canada
Equitas
Ericsson Canada Inc.
Essilor Canada
Eurotexte
Excavation Roxboro
Famic Technologies Inc.
Fantasia International Film Festival
Fasken Martineau Du Moulin
FDJ French Dressing

FEM International
FINTRAC / CANAFE
Flexgroup International
Future Electronics
GE Lumination
Gemin X Biotechnologies Inc.
General Electric
Geordie Productions
Gestion IAMGOLD-Québec Inc.
Goldsmith Hersh S.E.N.C.R.L.
Goodrich Controls Systems - Areospace
Great West Life
Groupe CDP
Groupe Solubrik Inc.
GTM Bâtiment
Guangzhou Municipal Construction Group Ltd.
Health Canada
Human Resources and Social Development Canada
Hydro Quebec
IBM Canada Ltd.
Icograda
Icsid Secretariat
IJW Management Inc.
Industrial Alliance Securities Inc./ Industrielle Alliance
Industry Canada/Industrie Canada
ING Canada
Inspec-Sol Inc.
Institut Armand Frappier
Institut Canadien des Comptables Agréés
InterDigital Canada
Interinvest Consulting Corporation of Canada Ltd.
International Institute of Finance & Investment
Invensys Systems Canada
Investissements PDJ
IsoTech Design
Jarislowsky, Fraser & Co. Ltd.
Javaground Canada
Joiner Systems
Kalex Valuations Inc.
Kingston Byers Inc.
Kosa Music
KPMG
Kraft Ltd.
Kronos Canadian Systems Inc.

La Compagnie Meloche Inc.
 La Scène Musicale
 Lachine Aquatic Center(Dixie Pool)
 Language Research Development
 Group Inc.
 Laurentide Controls
 Le Groupe Créatech
 Le Groupe Montoni
 Le Groupe Solroc
 Le Mois de la Photo
 Leonardo da Vinci Centre
 L'Equipe Spectra (Montreal Int'l Jazz
 Festival)
 Les Amis de la montagne
 Les Entreprises Alimentaires CTS Inc.
 LOCORDIA SA
 Locweld Inc.
 maman, bébé et café
 Mannarino Systems & Software Inc.
 MARAL Asset Holdings Corporation
 Marque d'Or Inc.
 Matrox
 Matson, Driscoll & Damico Ltd.
 McCorkell & Associates - Marketing &
 Advertising
 Medisca Pharmaceutique
 Mercer
 Merck Frosst Canada
 Metrix Software Solutions Ltd
 Ministère du Développement durable,
 de l'Environnement et des Parcs
 Montreal College of Art and Design
 Morgan Stanley
 Morneau Sobeco
 Morrison Hershfield Ltd.
 Motorola Canada Ltd
 National Congress of Italian
 Canadians
 National Environmental Products
 National Film Board of Canada,
 Animation Studio
 National Research Council of Canada
 Natural Resources Canada
 nCube Solutions
 Nexio Technologies
 Nolin Branding and Design Inc.
 Nuance Communications Inc.

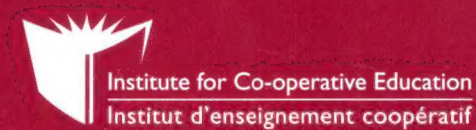
Oceanwide Inc.
 Old Brewery Mission
 Orient Group Companies
 OSL Marketing Communications
 OZ Communications Inc.
 Paprican-Pulp & Paper Research
 Institute of Canada
 Parcs Canada/Parks Canada
 Park Extension Youth Organization
 (PEYO)
 Penson Financial Services
 Pepsi-Société du Groupe
 D'Embouteillage Pepsi
 PerkinElmer BioSignal Inc.
 Pharmascience Inc.
 Portuguese Air Force
 Pratt & Whitney Canada
 Presagis Canada
 Presima
 PricewaterhouseCoopers LLP
 Public Works / Travaux publics
 Services Canada
 Public Works Department Burough of
 Westmount
 Pyradia Inc.
 Quebec Breast Cancer Foundation
 Queen Elizabeth Health Complex
 RadialPoint Inc.
 RBC Dominion Securities Ltd.
 Research in Motion
 Revay & Associates Limited
 Rexel Canada Electrical Inc.
 Rideau
 Rio Tinto Alcan
 RioCan Property Services
 Rolls-Royce (Canada) Limited
 RONA
 RSM Richter
 Ruby Stein Wagner
 S.C.H.L.
 S.P. Holdings Canada Inc.
 Safe Life Corp.
 Samson Bélair / Deloitte & Touche
 Sanimax
 sanofi-aventis
 SAP Canada
 Sawaya Segalas & Co., LLC

Schwartz Levitsky Feldman LLP
 Shell Canada Ltd.
 Showtime Arabia
 SKF Canada Limited
 SNC Lavalin Inc.
 SNG Collins Barrow
 Social Development Canada
 Société Alzheimer Montréal
 Société d'habitation du Québec
 Standard Life Assurance Company
 Standard Life Investments
 Sterling Properties Group
 Supratek Pharma Inc.
 Sustainable Business Conference
 Système CPL Québec
 T. E. Financial Consultants Ltd.
 Targanta Therapeutics Inc.
 Tavis Software Inc.
 TD Bank Financial Group
 TELUS
 The Economical Insurance Group
 The Shield of Athena Family Services
 The Surin Group
 The Terry Fox Foundation
 Tony Shoes Inc.
 Towers Perrin
 Town of Kirkland/Ville de Kirkland
 Traducta
 Transcontinental Printing
 Transport Canada
 Treasury Board of Canada
 TSI Systemgroup
 U.S. Consulate General Montreal
 Ubisoft
 Université de Montréal
 Varibase
 Velan Inc.
 Versacom
 ViroChem Pharma Inc.
 VISIONx INC
 Weizmann Institute of Science
 Wind Energy Institute of Canada
 X20 Media
 Youth Employment Services





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